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Throughout the process of changing the way that these workers are operating there is going to be an impact on how they are feeling and thus will possibly then have an adverse impact on their motivation levels and productivity. The leadership style which should be adopted will depend on the situation.

In the situation mentioned where the workers are already not very happy I don't think that an autocratic approach to ~~work~~ ^{work} leadership would work as the workers would feel left out of the decision making process which could further irritate the situation and cause even less motivation amongst the work force.

In this position I would use a paternalistic approach to management, in order to hear the ideas of the workers and allow them to feel like their opinions and concerns were being heard. With this approach the decision is ultimately still with the manager but can be made with a broader range of input and opinion from different people on the matter. This method is slightly slower but I feel is worthwhile in a situation such as this where workers are nervous about the matter and where they feel they could be let out.

After making a tough decision which the workers may feel ~~dis~~un-motivated by it is key to try and get that motivation back as soon as possible as this will have a knock on effect on productivity.